

THE UNIVERSITY OF VERMONT  
GROSSMAN SCHOOL OF BUSINESS

# YEAR IN REVIEW

DEAN'S REPORT 2018-2019

Grossman  
SCHOOL OF BUSINESS







# THE BUSINESS SCHOOL FOR THE MODERN WORLD

## MISSION

The Grossman School of Business cultivates the ability to create and manage sustainable businesses that address ethical, social, and environmental challenges and opportunities in the complex and dynamic global environment. We develop graduates who are professional, technically competent, and entrepreneurial. Our faculty create impact through teaching, research, and scholarship.





At the end of another successful school year, I am happy to report on our progress and reflect on what it means to lead the business school during such exciting, energizing times. In this year's Dean's Report, I invite you to learn more about our recent accomplishments that make the Grossman School of Business such an extraordinary institution. The school continues to thrive. After graduating the largest class in May, we are pleased to welcome the largest and the most academically qualified ever class of 2023. The proportion of international students has grown to more than 1 in 7, and our admit rate has dropped by 12.5% in the past six years.

The dedicated hard work of our faculty and staff has led to a virtuous cycle of achievements as we attract an ever-rising quality of Grossman applicants and students; as our students secure jobs in prominent companies, as we attract and retain world-renowned international faculty talent, as our Sustainable Innovation MBA and Master of Accountancy programs continue to rise in national and international rankings, and as our students win case competitions against the top business schools, demonstrating their analytical and presentation skills.

With the launch of our Center for Student Success and its innovative, holistic approach to both academic advising and career development, and the opening of the state-of-the-art learning facilities of Ifshin Hall, this school year has accelerated the transformation of the Grossman School of Business to an unquestionable destination for top business students across the country.

Steered by our dedicated board of advisors, I am proud of our students and school's accomplishments; all driven by an unwavering commitment to excellence from faculty and staff.

Thank you to everyone for your support and encouragement. Our students are more successful and engaged than ever, discovering that their future career possibilities are endless.

Sincerely,

A handwritten signature in black ink, appearing to read 'Sanjay Sharma'.

Sanjay Sharma, Ph.D.  
Dean and Professor of Management  
Grossman School of Business

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# ACCOLADES

## SUSTAINABLE INNOVATION MBA:

- **RANKED #1 “BEST GREEN MBA” IN THE U.S. 2018 AND 2019**  
– PRINCETON REVIEW
- **RANKED #4 “BETTER WORLD MBA” 2019** – CORPORATE KNIGHTS
- **A TIER 1 GLOBAL MBA** – CEO MAGAZINE (2016-2019)
- **RANKED #59 MBA IN NORTH AMERICA** – EDUNIVERSAL
- **OUTSTANDING SPECIALTY MBA PROGRAM**  
– GLOBAL CONSORTIUM OF ENTREPRENEURSHIP CENTERS
- **2015 GRAND PRIZE WINNER OF THE DR. ALFRED N. AND LYNN MANOS PAGE PRIZE FOR INTEGRATION OF ENVIRONMENTAL SUSTAINABILITY IN THE MBA CURRICULUM**
- **SI-MBA STUDENTS WON THE WHARTON TOTAL IMPACT PORTFOLIO INVESTMENT CHALLENGE COMPETITION BESTING TEAMS FROM CHICAGO, CORNELL, COLUMBIA, GEORGETOWN, MIT, NORTHWESTERN, NYU, WHARTON AND YALE AMONG OTHERS.**

## ACCREDITATION

The Grossman School of Business maintained its accreditation by AACSB International, the Association to Advance Collegiate Schools of Business.



MASTER OF ACCOUNTANCY:

- **UVM MACC PROGRAM STUDENTS ARE RANKED AMONG TOP 3% (26TH) OF ALL U.S. INSTITUTIONS FOR SUCCESS IN THE 2017 CPA EXAM**
- **RANKED #1 BY NASBA IN NEW ENGLAND FOR ALL SCHOOLS WITH MORE THAN 10 CANDIDATES**

OTHERS:

- **TOP 25% OF BUSINESS SCHOOLS IN THE U.S. 2020**  
– US NEWS AND WORLD REPORT
- **A TOP 25 PROGRAM FOR FAMILY BUSINESS GLOBALLY**  
– FAMILY CAPITAL
- **AMONG 295 “BEST BUSINESS SCHOOLS” IN THE U.S.**  
– PRINCETON REVIEW
- **AMONG “50 MOST INNOVATIVE” IN THE U.S.**  
– BUSINESS MANAGEMENT DEGREES

AACSB accreditation is the hallmark of excellence in business education and has been earned by fewer than 5 percent of the world’s business programs.



# FACULTY & STAFF NEWS



DR. ANDREY UKHOV

## Research Impact by the Numbers/2018-2019

**19**  
PUBLICATIONS

19 publications including several in journals **ranked among the top 7.5%, and 2.5% of business journals globally**

**2**  
BOOKS

2 books and several chapters in scholarly books and papers presented at **35 leading international academic conferences**

Grossman faculty strive to make a difference and impact in not only student learning, but also in business theory and practice through their teaching, research and scholarship.

Faculty continue to publish research in elite journals on the *Financial Times* journal ranking list including *Journal of Business Ethics*, *Academy of Management Review*, *Academy of Management Journal*, *Production and Operations Management*, and *Decision Sciences*.

## FACULTY ACCOLADES

**Dean Sanjay Sharma** was named the 2018 Fetner Sustainable Enterprise Fellow. A research fellowship named jointly by the Whitman School of Business Syracuse University, the LC Smith College of Engineering Syracuse University and SUNY Environmental Science and Forestry. The Fellowship is awarded annually to a leading international scholar in sustainable enterprise in any of the above disciplines.



MARIE-FRANCE NELSON, MBA

## NEW FACULTY

We welcomed two new faculty members to the Grossman School of Business this year:

**Dr. Andrey Ukhov** – Associate Professor and Pizzagalli Chair in Free Enterprise

**Marie-France Nelson, MBA** – Business Communications, Business Enterprise I, and Client Relationship Management



FACULTY AT  
COMMENCEMENT

## FACULTY AND STAFF RECOGNITION AWARD WINNERS

Faculty and staff are recognized for their efforts via the Dean's and Student Awards.

*UVM Kroepsch-Maurice Excellence in Teaching Award:* **Dr. Akshay Mutha**

*Faculty of the Year Award:* **Thomas Chittenden**

*MBA Association Appreciation Award:* **Michael Dupee**

*Master of Accountancy Appreciation Award:* **Dr. Glenn Walberg**

*The Dean's Faculty Scholarship Recognition Award:* **Dr. Hung Do, Dr. Andrew Prevost**

*Deans' Staff Recognition Award:* **Jennifer O'Donnell**




# STUDENT SUCCESS

## CAREER MANAGEMENT

From their first day on campus, our career management team helps students develop their job readiness and career plans. Whether it's through our innovative professional development series, peer mentor program, internships, career fairs or networking events, students learn expected workplace behavior and are exposed to a wide variety of career opportunities to help them determine and pursue their goals.

### Student Profile: Natalia Ruiz

A portrait of Natalia Ruiz, a young woman with long dark hair and glasses, smiling warmly. She is wearing a dark-colored t-shirt. The background is a soft-focus outdoor setting with green foliage.

**“Throughout my time at UVM, the professors have shown that they really do care about you. Everyone in the business school is willing to help, and that’s been special to me”** — NATALIA RUIZ '19

When she toured UVM in high school, **Natalia Ruiz** admits she got lost in the Grossman School of Business. The graduating global business marketing major and psychology minor recalls that the “kind person” who pointed her in the right direction that day was none other than Dean Sanjay Sharma himself. “Throughout my time at UVM, the professors have shown that they really do care about you. Everyone in the business school is willing to help, and that’s been special to me,” Ruiz

says. During her time at Grossman, she founded the Women in Business Club to create a community for women in a male-dominated major, and co-founded the Diversity in Business Club after she twice traveled to Indiana University to participate in their competitive National Diversity Case Competition. After graduation, the Connecticut native returned to her home state to work full time as a digital merchandiser assistant at Lego, the iconic toy company.



Top employers of our graduates include:

**GREYSTONE**  
**JOHN HANCOCK**  
**JP MORGAN CHASE**  
**NORDSTROM**  
**PAYPAL**  
**PEPSICO**  
**PFIZER**  
**TD BANK**  
**WAYFAIR**

CAREER OUTCOMES

**89%** of students reported completing at least one internship

**91%** of graduates were employed or in continuing education (3-year average) six months after graduation



# STUDENT SUCCESS

## CAREER PANELS

Students enjoyed many networking events and benefited from a series of illuminating speakers and alumni led career panels covering a wide array of topics.

Panels included:

- Careers in Finance
- Careers in Marketing
- Careers in Captive Insurance



*STUDENTS NETWORK WITH PANELISTS DANA BIDDISCOMBE '09 AND PATRICK BIDDISCOMBE '08 (MIDDLE) AND MARK DEMICHAELIS '87 (RIGHT).*

*FUTURES IN FINANCE CAREER PANELISTS PATRICK HALFMANN, CFA '14, NOELLE SAVARESE '89, CARRIE TEFFNER '88 AND MBA '97, JORDAN SAXE '02, JAMES FLICKER CFA '87*



## CASE COMPETITIONS

Starting in 2012, Grossman began to compete in case competitions, and since then 315 students have competed in 58 events in six countries, enjoying 41 podium finishes.

Case competitions challenge students to apply their classroom knowledge in a pressure-laden environment that develops problem-solving, time management and communication skills through teamwork, all of which are crucial in today's workplace.



GROSSMAN SI-MBA WINNING TEAM AT THE TOTAL IMPACT PORTFOLIO CHALLENGE AT THE WHARTON SCHOOL OF BUSINESS.

## CASE COMPETITION: WHARTON TOTAL IMPACT PORTFOLIO CHALLENGE

In Philadelphia, five students from our Sustainable Innovation MBA program took on some of the country's top business schools at the Total Impact Portfolio Challenge finals. The team beat out 25 other teams from schools like Wharton, Chicago, Duke, Columbia, Yale, and Georgetown, among others, to win first place at the impact investing competition.

The inaugural competition, hosted by the University of Pennsylvania's Wharton Social Impact Initiative, Good Capital Project and Bank of America, was designed to challenge future wealth managers, portfolio managers, and investment advisors to build financial portfolios that not only make their clients a profit, but make the world a better place.



Our team built a lucrative \$100 million investment portfolio for a fictional family office looking to support underserved communities, gender equity, sustainable food and agriculture, impact investing infrastructure, and mitigate climate change.



# STUDENT SUCCESS

## FAMILY ENTERPRISE CASE COMPETITION

Now in its sixth year, our Family Enterprise Case Competition (FECC) welcomed 25 teams and more than 200 participants from five continents. After four days of intense competition, the Sprott School of Business team from Carleton University, Canada, took top honors in the undergraduate division, while the University of Adelaide from Australia emerged victorious in the graduate division.

As a testament to the FECC experience, several ex-student participants returned to participate as judges or, in the case of Liam Gravelly, as the coach of the winning Sprott team. "Simply put, the overall experience was incredible" he said. "I was heavily involved in Sprott Competes as a student, having competed on various teams including FECC 2017. I look back at my experience with the case competition fondly, so I was very excited to have the opportunity to be involved again!"



### Claire Greenlaw Makes The Case

After participating in her third case competition, Grossman alum Claire Greenlaw '19, reflects on the benefits of competing, regardless of the outcome.

*"My first case competition did not go smoothly. During my team's first-round presentation, we were cut off five minutes early. With that much information left to convey to the judges, we had to quickly paraphrase the last slides and hope that*



GROSSMAN STUDENTS AND FAMILY ENTERPRISE CASE COMPETITION COMPETITORS NETWORK AT THE FECC EVENT IN THE IFSHIN HALL ATRIUM.

*they liked our idea. Luckily, they did. In the final round, I was so nervous to speak onstage, in front of more than 50 people, that I started talking at the wrong time and over one of my teammates. After competing in my third case competition recently, I now look back on that moment with laughter and gratitude for how much I've learned since then.*

*I have grown so much through participating in case competitions and*

*have learned more than I think I can truly articulate in this short reflection. I have not yet mastered, but greatly improved, my public speaking skills, I have learned to work with people from all over the world and created lasting connections with them, and I have developed ways to analyze and effectively communicate why my solutions are worthwhile. These are valuable skills for any student to learn, regardless of what school, major or career they pursue."*



# STUDENT SUCCESS



2019 BETA GAMMA SIGMA COHORT

## BETA GAMMA SIGMA HONORS

For the second year in a row, the Association to Advance Collegiate Schools of Business' (AACSB) academic honor society Beta Gamma Sigma (BGS), has recognized the UVM Grossman School of Business chapter as a "Highest Honors Chapter." Beta Gamma Sigma is the international honor society that recognizes the outstanding academic achievements of students enrolled in collegiate business and management programs

The UVM chapter was also recognized by Beta Gamma Sigma as the "Best Practice in Founding Principles" winner of the 2019 Outstanding Chapter Awards. UVM is one of just five chapters from more than 580 worldwide chapters accredited by AACSB to win an outstanding chapter award. Our chapter was awarded a \$500 scholarship for this honor.

This year 39 Grossman School of Business students were inducted into BGS, and the induction ceremony was graced with guest speaker Jacob Asbury '95, Chief Financial Officer of the electronic trading pioneer Instinet.





## 2019 INDUCTEES

### Masters

David Burgin  
 Mathew Goulet  
 Andi Hey  
 Renee Hunt  
 Melanie Leicht  
 Connor van Ryn  
 Yuting Ying

### Seniors

Ding Chen  
 Tanner Coffin  
 Hayley Ehrlich  
 Kate Fitzsimmons  
 Max Franklin  
 Chengcheng Jia  
 Spencer Lieberman  
 Kathryn Maher  
 Caroline McCune  
 Nate Miles  
 Alivia Nelson  
 Griffin Shaw  
 Maddie Stoops  
 Jade Zeng

### Juniors

Kelsie Berry  
 Michael Chan  
 Baxter Cragin  
 Myles Frendel  
 Emily Heon  
 Connor Herbruck  
 Nolan Houston  
 Maria Kissel  
 Caitlyn Lucadamo  
 Vito Miao  
 Collin Mitchell  
 Monika Nedeljkovic  
 Maia Parker  
 Maria Pitari  
 Hannah Rameaka  
 Ed Taylor  
 Ben Wolf  
 Wenhao Zeng

# STUDENT SUCCESS



MARIA PITARI, ISAAC DESRANLEAU

## HONORS DAY

Nineteen undergraduate and graduate students were recognized during the annual Honors Day celebration.

*Outstanding Junior Award for Academic Excellence and Overall Achievement*

**Maria Pitari**

*Christopher A. Guido Outstanding Senior Award for Academic Excellence and Overall Achievement*

**Isaac Desranleau**

*Philip J. Branon Award*

**Julia Grismore**

**Mya Stanislas**

**James Konrad**

**Rachel Dumeny**

*GSB Faculty Award for Student Achievement (Junior)*

**Brian Gomez**

*GSB Faculty Award for Student Achievement (Senior)*

**Natalia Ruiz**

*Perkin Award*

**Maria Pitari**

**Kyle Ehler-Vock**

*GSB Student Engagement Award (Junior)*

**Brian Gomez**

*GSB Student Engagement Award (Senior)*

**Maddie Stoops**

**Emily Wascura**

*Gallagher Flynn Award for Excellence in Accounting (Junior)*

**Nolan Houston**

*Major Junius Adair Award for Excellence in Finance*

**Maria Pitari**

*Junior Award for Excellence in Marketing*

**Maria Kissel**

*Junior Award for Excellence in Business Analytics*

**Emily Heon**

*Senior Award for Excellence in Business Analytics*

**Abby Collins**

*Raymond S. Weinstein Award for Excellence in Accounting*

**Catherine Redmond**

*Gallagher Flynn Award for Excellence in Accounting (Senior)*

**Catherine DiPalma**

*Stephen Penwell Award for Excellence in Finance*

**Matt Bouffard**

*Senior Award for Excellence in Marketing*

**Isaac Desranleau**

*Award for Excellence in the Global Business Theme*

**Catherine DiPalma**

**Catherine Redmond**

*Award for Excellence in the Sustainable Business Theme*

**Alivia Nelson**

*Award for Excellence in the Entrepreneurship Theme*

**Abby Collins**



# GRADUATE PROGRAMS



## MASTER OF ACCOUNTANCY (MAcc)

The MAcc program is designed to prepare students to become successful professionals in the field of accounting, finance and the business world beyond.

In the latest published rankings from the National Association of State Boards of Accountancy, MAcc students ranked in the top 3 percent in the Certified Public Accountants (CPA) exam pass rate.

For the second time in four years, a Grossman School of Business graduate, Larry Stark, was the recipient of an Elijah Watt Sells award for having one of the top CPA exam results in the country.

Only 110 out of 86,000 CPA exam test takers achieved the scores necessary to win this award, which is awarded by the American Institute of CPAs (AICPA) for obtaining a cumulative average score above 95.50 across all four sections of the Uniform Certified Public Accounting exam, pass all four sections on their first attempt and have completed testing in 2018.

Larry earned both his Bachelor of Science in Business Administration and Master of Accountancy here at Grossman, and is now employed with PwC in Boston, MA. This is the second time that one of our students has won this prestigious award. (Olivia Spooner won the award in 2016.)



## SUSTAINABLE INNOVATION MASTER OF BUSINESS ADMINISTRATION

Our award-winning Sustainable Innovation MBA program continues to go from strength-to-strength. In addition to being ranked the #1 "Green MBA" in the U.S. by Princeton Review in 2018 and 2019, Corporate Knights ranked it globally #4 in its' Top 10 Better World MBA (#1 in the U.S.) and named one of the top MBA programs in North America by *CEO Magazine*.

A team from the program, also took the top prize at the inaugural Wharton Total Impact Portfolio Challenge and the program was also chosen as the 2015 Grand Prize winner of the Dr. Alfred N. and Lynn Manos Page Prize for Environmental Sustainability Curriculum and recognized amongst best MBA Programs in North America by Eduniversal.

# #1

"#1 GREEN MBA" IN THE U.S.  
BY THE PRINCETON REVIEW



# THE NEXT CHAPTER



## IFSHIN HALL

Fueled by a transformational gift from the late Steve Ifshin, UVM Class of 1958, a former co-chair of the Grossman School of Business Board of Advisors and member of the UVM Foundation Board of Directors, Ifshin Hall opened its doors in the summer of 2018 and was dedicated in October 2018.

Ifshin Hall is a state-of-the-art educational facility, designed to stimulate Grossman students' appetites for learning, engage them in powerful experiential experiences, empower them to make the most of their time here at UVM, and prepare them to excel in their careers and lives.





IFSHIN HALL DEDICATION CELEBRATION



ADAM IFSHIN

The building dedication ceremony was graced with the presence of noted alumni, dignitaries, the school board of advisors, UVM's senior administration, Alumni Association Board of Directors and Foundation Board, faculty, students, staff, and members of the Ifshin family, during which keynote speaker Adam Ifshin noted

the symbolic relationship between the new addition that bears his family name, and the schools existing Kalkin Hall; namely that both are based in real estate, albeit one as a landlord and one a tenant.

The ceremony was especially poignant due to the presence of Eugene and Joan Kalkin, after whom Kalkin Hall is named.

# BUSINESS CONNECTIONS

## HOFFMAN FAMILY BUSINESS LECTURE SERIES

[1] The Hoffman Family Business Lecture Series provides opportunities for students to learn directly from leading lights in the business and academic worlds about innovative business ideas and practices. This year's speaker was alumnus Roger W. Crandall '87.

Roger W. Crandall is Chairman, President and Chief Executive Officer of Massachusetts Mutual Life Insurance Company (MassMutual), and spoke to a packed Keller Room about his career journey and lessons learned along the way.

## DEAN'S LEADERSHIP SPEAKER SERIES

[2] The Dean's Leadership Speaker Series provides students with unique insight into the challenges of career and management in today's business world. This year's speaker was alumnus Robert Clarkson '88, General Manager for PayPal North America.

From his early days at UVM to his current role, now jokingly describing himself as a "world-class worrier," Clarkson spoke to a full crowd about waking up every day not necessarily worrying about earnings, but about whether PayPal is fulfilling its mission. He urged students as they move forward into their careers, "to look for a place where you have passion for the results and not just the interim steps that might just be financially motivated which actually have a greater impact on the world. Those people tend to be happier in their jobs."



- [1] ROGER W. CRANDALL '87
- [2] ROBERT CLARKSON '88
- [3] MUHTAR KENT
- [4] FERC WORKSHOP
- [5] JOE FUSCO

## GLOBAL CEO FORUM ON SUSTAINABLE INNOVATION AND BUSINESS TRANSFORMATION

[3] The recent publication of a damning new report from the United Nations Intergovernmental Panel on Climate Change, provided a timely backdrop for the Global CEO Forum on Sustainable Innovation and Business Transformation, we hosted along with the International Academy of Management, for which Dean Sanjay Sharma serves as the Vice-Chancellor.

The forum heard from keynote speaker Coca-Cola board chairman Muhtar Kent, and three CEO's from businesses who have led their organizations to tackle some of the biggest challenges our planet faces today; Mary Powell, CEO of Green Mountain Power, Brian Griffiths of Griffiths Foods, and Joey Bergstein, CEO of Seventh Generation.

## FAMILY ENTERPRISE RESEARCH CONFERENCE

[4] We are proud to serve as the anchor for the Family Enterprise Research Conference (FERC) established in 2005 by Mark Green and Grossman Professor and Daniel Clark Sanders Chair in Entrepreneurship & Family Business, Pramodita Sharma, Ph.D. This annual conference is dedicated to developing a community of scholars interested in conducting research into understanding family firms and creating usable knowledge in this field.

In May we hosted the 2019 FERC with more than 130 scholars from 81 educational institutions representing 22 countries attending.



## GLOBAL RESPONSIBLE LEADERSHIP INITIATIVE

[5] With the growing reputation of our award-winning Sustainable Innovation MBA (SI-MBA) and integrated curriculum approach to teaching sustainable business, the Grossman School of Business hosted a four-day Global Responsible Leadership Initiative (GRLI) workshop attended by 30 business school deans and program directors from the U.S., Canada, Europe, Asia, Australia, and New Zealand.

The workshop used our SI-MBA program as a case study to enable the attending business schools to develop their own approaches for integrating sustainability into their curriculums.

Dean Sanjay Sharma serves on the Board of GRLI; a global organization funded by the United Nations and the world's major business school accreditation bodies AACSB and EFMD (Europe).



# BUSINESS CONNECTIONS

## BUSINESS LEADERSHIP IN THE CLASSROOM

The school enjoys support from an array of alumni and professionals from across the business world who communicate their insights directly into the classroom. As panelists, speakers and mentors, these business leaders leave an indelible mark on our students.

[1] KURT HALL '82, BOARD MEMBER, RETIRED CEO & CHAIRMAN NATIONAL CINEMEDIA, INC., [2] MARY POWELL, PRESIDENT & CEO, GREEN MOUNTAIN POWER [3] BRUCE HERNANDEZ '82, FOUNDING PARTNER SPIRE CAPITAL [4] LORNA DONATONE, CEO, GEOGRAPHIC REGIONS, SODEXO [5] CARRIE TEFFNER '88 AND MBA '97, INTERIM EXECUTIVE CHAIR OF THE BOARD, ASCENA RETAIL GROUP, INC. [6] STEVE GAGNER, FOUNDER, 14TH STAR BREWING COMPANY [7] JOEY BERGSTEIN, CEO, SEVENTH GENERATION [8] BRIAN GRIFFITH, CHAIRMAN OF THE BOARD, GRIFFITH FOOD, [9] NOELLE SAVARESE '89, PORTFOLIO MANAGER, CO-CHIEF EXECUTIVE OFFICER & SECURITIZED CREDIT INVESTMENT, MATLINPATTERSON [10] DAVE STANGIS, CHIEF SUSTAINABILITY OFFICER, CAMPBELL SOUP COMPANY





**VERMONT LEGACY FAMILY ENTERPRISE AWARD**

*FOSTERS BROTHERS FARM, INC./VERMONT NATURAL AG PRODUCTS, INC.*

**FAMILY BUSINESS AWARDS**

The 7th annual UVM Grossman School of Business Family Business Awards honored three family businesses at a ceremony in the Keller Room, Ifshin Hall. Every year, the Grossman School of Business recognizes those alumni- and Vermont-based businesses that have achieved lasting success and demonstrated a commitment to creating sustainable business through leadership and vision. These organizations are recognized not only for their ability to overcome challenging succession issues, but also for good governance, economic performance and for contributions to community and industry.



**MULTI-GENERATIONAL U.S. FAMILY ENTERPRISE AWARD**

*CURTIS PACKAGING (above, left)*

*LAKE CHAMPLAIN CHOCOLATES (above, right)*



# COMMENCEMENT



## COMMENCEMENT SPEAKER ENERINO “RINO” CARUCCIO ‘84

Looking out over a sea of graduates and their families, UVM’s Grossman School of Business 2019 Commencement speaker Enerino “Rino” Caruccio noted it was thirty-five years ago to the day, that he too himself had sat in the Flynn Theater to receive his diploma.

While much had happened since that day, Caruccio said, “I thought I would address my remarks to that version of myself” with the hope that 2019 graduates sitting in those same seats might also find some worth in his words. Invoking the timeless words of Winston Churchill, he urged the graduating class “it’s never too early to give back, find ways to give back your time, talent, and treasure,” and encouraged all of them to develop their own personal “board of directors”—individuals who can advise and guide them through life. He urged them to ensure that this “board” is made up of people who think differently, and provide a diversity of opinion.

“Today is Day One of your post-university life” he concluded. “Take that excitement and the energy you feel today and carry it forward. Remember, it’s always Day One.”

Caruccio, is Vice President Financial Analysis for Amazon Devices based in Seattle, WA, and joined the company in 2006. His team is responsible for developing, implementing and delivering analysis in support of Amazon’s Device business.



ENERINO CARUCCIO ‘84





**“I knew that the person who UVM would shape me to be, was definitely the person I wanted to be.”** – ABBY COLLINS '19



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